



# Notes from the Director

No. 46

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## PROGRESS IN PROMOTIONS

One of the first areas I looked into on becoming Director was personnel management. I was distressed to discover that the number of promotions was declining and the time-in-grade between promotions was lengthening. It was apparent that if this tendency were permitted to continue, it alone would greatly reduce the attractiveness of an Agency career. I directed a number of actions to increase the opportunity for promotion, improve promotion planning, and implement a uniform promotion system. I am happy to report that the record documents significant success on all counts.

There has been a 20% increase in promotions during FY 1978 compared to the preceding year. This improvement has been particularly dramatic in the Operations Directorate, despite the need to reduce its number of positions. The Operations Directorate increased total promotions by 25% and professional promotions by 82% last year alone.

Important progress is also being made in the promotion of women and minorities. As compared to the historic average of 25% for promotion of professional employees in these categories, during FY 1978, 35% of Agency women were promoted, 38% blacks, and 32% Hispanics. The boards and panels exceeded the FY 1978 promotion plan by 20%.

I expect that our improved personnel management system will continue to assure that all of you who meet the promotion standards can expect satisfactory career progress. It is a system which is fair, equitable and which recognizes and rewards excellence.

## CONCLUSION OF AGENCY DAY CARE COMMITTEE

The Day Care Center Committee has been studying the feasibility of providing a day care center for children of Agency employees. They have looked into the experiences of centers elsewhere in the Federal Government and surveyed Agency employees on the need for such a facility here and the extent to which you would be willing to support one. Their survey indicates only a marginal need for a special CIA Day Care Center at this time and insufficient employee interest or support to reasonably assure the success of such a project. In accepting this finding, I have asked the Federal Women's Program to monitor our needs for a day care center and, should they change significantly, reconsider it in the future.

A handwritten signature in black ink, appearing to read "Stansfield Turner".

STANSFIELD TURNER  
Director